



SAFEGUARDING

CHILDREN





ACKNOWLEDGEMENT OF COUNTRY

GippSport acknowledges the Traditional Custodians of the land on which we live and work, The Bunurong Peoples, Gunaikurnai Peoples and other traditional owner groups of the Gippsland/East Gippsland Region.

We recognise their ongoing connection to the land, waters and community, and pay our respects to Elders past, present and emerging and the ongoing living culture of Aboriginal & Torres Strait Islander people.





Introductions

Our Agenda:

What is safeguarding?

What is abuse?

What are our obligations?

What do we need to do?



What is safeguarding?

Safeguarding means making sure children and young people who participate in sporting activities, programs, services or use its facilities feel:

Welcome

Safe

Comfortable

Included

Safeguarding means making sure children and young people are safe from:

- Accidents and injuries during training & play
- Bullying and harassment from other young people or adults
- Physical, sexual or emotional abuse or neglect

Safeguarding children and young people in sport means having things in place to:

- Reduce the likelihood of abuse of a child or young person
- Increase the likelihood of knowing if a child or young person has experienced harm or abuse
- Increase organizational ability to respond appropriately if a child or young person has experienced abuse



What is abuse?

Abuse in sport is any form of abuse that occurs:

During sport – training, matches, club events and activities



Between two or more people involved in sport – participants, volunteers and parents



Travelling (in a car or bus), camps, carnivals or overnight trips



From spectators, family and entourages, from the sidelines & stands



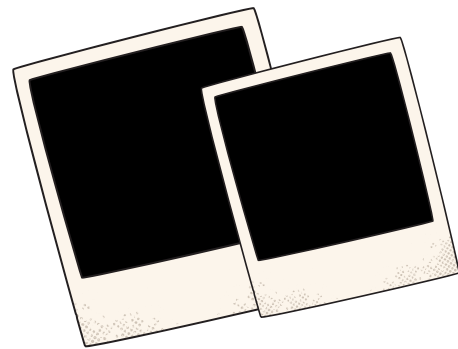
Additionally, a child or young person may experience abuse elsewhere but disclose it to someone they trust at the club

Understanding what abuse may look like in sport



Physical Abuse

Any action that uses physical force that hurts a child or young person. This includes hitting, kicking, beating, shaking, hitting, strangling, scalding, burning, poisoning and suffocating.



Sexual Abuse

Any behaviour that is sexual or that makes a child or young person feel uncomfortable, threatened or scared, or is illegal. This includes physical touch and talking about sexual or private things in person, or online, or showing someone videos or photos that are sexual, or private, or asking someone to send private or sexual videos to someone else.



Neglect

When an adult doesn't provide a child or young person with basic needs such as food, water, shelter, appropriate clothing, supervision, access to education and health services.

Understanding what abuse may look like in sport

Grooming

This includes when an adult is acting in a way that singles out a child or young person, getting to have one on one time with them, looking for ways to be alone with them away from other adults. It can feel like it is normal and might not even make the child or young person uncomfortable, but it doesn't happen to others.

Emotional Abuse

The use of words or acts that can make a child or young person feel bad, sad, embarrassed, left out, worried, confused, shamed, anxious or threatened.

Bullying

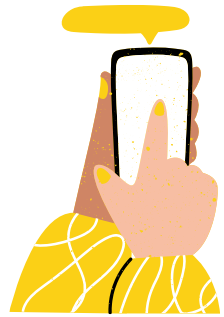
Bullying involves the inappropriate use of power by one or more persons over another less powerful person and is generally an act that is repeated over time.

Bullying may include:

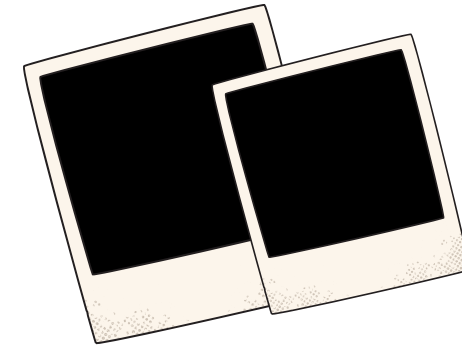
- Verbal (name calling, put downs, threats)
- Physical (hitting, punching, kicking, scratching, tripping, spitting)
- Social (ignoring, excluding, alienating)
- Psychological (spreading rumors, stalking, dirty looks, hiding or damaging possessions)



Examples



A coach who sends personal WhatsApp messages late at night to the 13-yr old players in their team



A committee member charged with possessing child abuse material

The manager who continually singles a player out in front of the rest of the team, commenting on how they “aren’t good enough to be in the team and should be playing down a grade”



A child who is touched unnecessarily by a parent helper when being taught how to perform a skill



A male player sneaking into female player’s room at a footy camp without consent



A parent who is helping on an interstate trip who thinks it’s cool to show porn to the under 15s team in the hotel after the match

What are our obligations?

The legislation and what it means for clubs

We all have a role to play

Associations

Associations at all levels are responsible for the way in which they lead their commitment to the safety of children and young people through policy, practice, education and culture.

Clubs

Clubs and committees are responsible for the expectations they set, the culture they create, the environment in which they operate, the information and education they provide to ensure this, and the way in which they respond to concerns raised with them.

Gameday Personnel

Gameday personnel are responsible not only for their own behaviours and expectations they set for children and young people, the culture they create and the way in which they respond to concerns raised with them.

Individual

Individual adults in sport, regardless of their role, are responsible for the impact their own behaviours, attitudes and actions have on the safety of children and young people.

Legislation



What are our obligations?

All volunteers and paid staff must have a Working with Children Check or equivalent.

All adults must report all concerns of abuse of a child or young person.

Grooming online is an offence.



Summary of the laws in Victoria

Grooming in person is an offence.

Organisations can be held legally responsible for abuse that occurs.

Victorian Child Safe Standards



Victorian Child Safe Standards

CURRENT

1. Governance & leadership
2. Clear commitment to child safety
3. Code of conduct
4. Human resource practices
5. Responding & reporting
6. Risk management & mitigation
7. Empowering children

Promoting
cultural safety of
Aboriginal
children

Promoting the
cultural safety of
culturally &/or
linguistically
diverse children

Promoting the
safety of
children with a
disability



NEW

1. ● Culturally safe for aboriginal children & young people
2. Committed leadership, governance & culture
3. Children & young people are safe, informed & empowered
4. Families and community involvement
5. ● ● ● Equity upheld & diversity respected
6. Robust recruitment & screening
7. Child focused complaints management
8. Ongoing education & training
9. Safe physical & online environments
10. Regular improvement
11. Child safety & wellbeing policies & procedures

Summary of Key Changes

Supporting greater **national consistency** reflecting the National Principles for a Child Safe Organisation.

Greater involvement of **families and communities** in organisations efforts to keep children and young people safe.

A greater focus on the safety for **Aboriginal children and young people**.

Managing the risk of **child abuse** in online environments.

Greater clarity on the **governance, systems and processes** to keep children and young people safe.



Victorian Child Safe Standards

Clubs/Committees

- Overall governance, risk and culture
- The club policies and procedures
- The safeguarding information that is provided to everyone including information about making complaints
- The continuous improvements required to stay on top of these obligations
- Recruitment, education and supervision of volunteers
- Engagement and participation of children, young people and their families in the club
- The physical and online environments including facilities, changerooms, clubrooms and grounds
- The cultural safety of Aboriginal children and their families, and the way in which those from diverse communities are included and made to feel welcome

Standards 1-11

Game Day Personnel

- Ensuring only safe and appropriate people are recruited into roles within the club
- Offering access to education to make sure they know what is expected of them and what the rules are
- Having clear complaints processes and empowering them to speak up and call out poor behaviour and abuse

Standards 6,7,8 & 11

Children, Young People & their Families

- Creating a club culture where everyone feels included and welcome
- Offering access to education to make sure they know what is expected of them and what the rules are
- Having clear complaints processes and empowering them to speak up and call out poor behaviour and abuse

Standards 1,3,4,5,7,8 & 11

Developing a Safeguarding Framework

A safe culture nationally which empowers children and young people by promoting children and young person focused leadership and governance;

Safe operations to ensure Y People have the right policies, processes and practices to keep children and young people safe; and

Safe environments at the Y and in communities which empower children and young people to thrive.



* Taken from YMCA National Safeguarding Guidance

Culture

Leadership

- Leaders need to live the club's values and behaviors and role model the correct behaviors for all members of the club and the community
- Ensuring that safeguarding children and young people is a standing agenda item at all committee meetings
- Ensure that all committee members have a strong knowledge of the club's child safe policy

Regular promotion of the club's commitment to safeguarding children and young people should be done in a variety of methods i.e. club socials and displaying of signage around club facilities.

Governance

- Having a sub-committee set up to focus on safeguarding children and young people
- Involving young people on club committees to share insights from the view of children and young people about what they need to feel safe



Culture

Empowerment

As a committee help children and young people have their say on matters that affect them.

Empowered children and young people are:

- Less vulnerable and therefore less likely to be targeted by unsafe adults
- More confidence to speak up about worries or concerns
- More likely to tell someone or talk to a trusted adult when something is wrong
- More confident resilient and self-assured

Children and young people can also feel empowered through the use of a focus group for them to raise any issues or concerns.

Values and Behaviours

- Values – Our beliefs, at the core of how we behave and act
- Behaviours – Actions, what we do to turn our values into reality, hold the club accountable
- Culture - Is an amalgamation of the club values and behaviors

Education and Training

- Provide education and training to club members around child safe practices and standards
- Keep records of all WWCC of club officials



Culture

Continuous Improvement

- Ensure that the club is always looking to constantly improve using the following 3 principles:

Review

Track and document progress towards goals

Ongoing reflections and conversations about improvement of current practices

Plan

Analyse the gaps:

- What allowed the incident to occur?
- Gather information and evidence
- Identify risks

Find solutions:

- What could have been done to prevent the incident?
- What could stop incidents from happening again?

Implement

Develop training and support strategy to communicate solutions

Integrate solutions into committee positions



Environment

E-Safety

- Encourage safe use of online platforms and minimise risk to our children and young people

Physical

- Ensure that the club considers the risks associated with physical activity including injury, supervision, and public access
- Use of risk management matrixes for clubs to assess the risks to children and young people

Families & Communities

- Regularly engage with families to ensure that they feel confident that the club is providing a safe environment for children and young people to participate

Diversity

- Ensure that the club is providing a safe environment for children and young people of CALD backgrounds and LGBTIQ+ children and young people to participate



Operations

People

- Appropriate screening process of club officials and volunteers
- Reference checks of officials
- Induction resources that outline the club's child safe policy
- Commitment Statement to be completed by new officials and volunteers

Policies

- It is important to have a policy around the safeguarding of children and young people that is readily accessible by all members of the club and community and all officials and volunteers have a knowledge of the contents of that policy
- Update existing policies that require to have a section around the safeguarding of children and young people

Procedures

- Have procedures that underpin club policies and that there is a clear procedure for dealing with policy breaches

Diversity

- Have an appropriate complaints process that is equipped to deal with concerns and complaints regarding the safeguarding of children and young people

Practices

- Strive for good culture, follow all club policies and procedures and live by Club values



What do we need to do?

Simple steps to move closer to compliance

The End Goal

- A Committee that understands safeguarding, the risks and obligations
- A Code of Conduct that explicitly outlines expected conduct and behaviours
- Coaches, officials and others who deliver/support community football who have been deemed appropriate to work with children and young people
- Policies and guidelines that are accessible and easy to understand
- Ongoing training and education for all adults involved with young people
- Mechanisms to make complaints and report concerns, especially for children and young people
- Processes for responding to complaints and report concerns, especially for children and young people
- Education for members to ensure they understand these processes and understand their responsibilities regarding safeguarding

- https://ccyp.vic.gov.au/resources/reportable-conduct-scheme/#Cmr_RCS



WHERE TO GO FOR HELP

**Commission for Children
and Young People:**
ccyp.vic.gov.au

**Sport & Recreation
Victoria:** sport.vic.gov.au

Play by the Rules:
playbytherules.net.au

Club Help:
clubhelp.org.au

**Your State Sporting
Association**

